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PRESIDENT'S MESSAGE

At the recent APA Convention many of Division 14's program sessions were attended by audiences which taxed the capacity of the meeting rooms; our annual business meeting was also "standing room only". There was no sign of the often forecast demise of industrial psychology. On the contrary, we seemed not only alive but more vigorous than ever.

I am not sure that all of our colleagues in other Divisions view our vitality with anything more positive than indifference. A few are downright hostile. They seem to feel that social action and "being relevant" belongs elsewhere! Industrial psychology is seen as irrelevant to human needs, if not actually inimical.

Such critics overlook the important fact that nearly all men and most women must spend and want to spend a very significant part of their waking life at work, and the great majority of those who work are employed by governmental and industrial organizations. The conditions of that employment are crucial to society and to those employed.

The industrial-organizational psychologist, ideally, contributes to society not only by making the organization he serves more effective but by helping create a work environment in which the individual can develop and use his potential in the fullest way. Methods of identifying potential, training and development techniques, job restructuring, and creating channels for advancement are some of the areas where psychology contributes to individual growth.

Industrial psychologists may be properly criticized for having sometimes accepted too readily the status quo of organizations. In such instances, their work has become a "nuts-and-bolts" peripheral activity which has done little to improve organizations or open up new opportunities for employees.

Recent years have seen a great upsurge in concern for human rights, including the demand that every man and woman have the opportunity to be employed and to develop and advance in that employment. Industrial-organizational psychology is clearly the specialty which can make the greatest contribution to this goal. Critics should ponder that fact, and industrial-organizational psychologists should do their utmost to rise to the challenge.

Sincerely,

Doug Bray

OFFICIAL DIVISIONAL BUSINESS

Highlights of Annual Business Meeting and Executive Committee Meetings in Washington¹ (1971 APA Convention)

Of considerable immediate importance to our Division was the decision by the membership to establish a standing Committee on Public Policy and Social Issues. This decision required an amendment to our Bylaws which was announced in the June issue of TIP and passed at the Annual Business Meeting. The particulars of this amendment along with the report of the Ad Hoc Committee chaired by Lyman Porter appeared in the June issue. Doug Bray invited the membership to suggest persons for the new Committee. Active search for a chairman of the committee was instigated at the meeting of the Incoming Executive Committee.

Several additional changes in the Bylaws, as reported in the June issue of TIP, were approved by the membership. The revised Bylaws are to be sent to all members along with the call for nominations of new officers which will be sent out early in December.

President - Doug Bray
President-elect - Bob Guion
Past President - Herb Meyer
Representative to APA Council - Bob Perloff

In addition, Wayne Kirchner was elected Member-at-Large to the Executive Committee. Several new committee chairmen were appointed by Doug Bray. They are:

Fellowship Committee - Ralph Canter
Program Committee - Frank Friedlander
Workshop Committee - Paul Banas
Scientific Affairs Committee - John Campbell
Public Relations Committee - John Butler

For a complete list of officers, other members of the Executive Committee, Committee Chairmen and committee members, see the inside of the back cover of this issue.

¹Any member wishing a complete copy of the minutes can obtain them by writing the Secretary, Donald L. Grant, 195 Broadway (R. 2122B), New York, New York 10007.

Ninety new Associates and Members were approved by the membership at the Annual Business Meeting. This represents a marked increase from previous years. The increase results from aggressive activity by Jim Glennon and his Committee.

Five new Fellows were approved by the membership at the Annual Business Meeting. They are:

Melany Baehr
C. Jack Bartlett
Frank Friedlander
Davis Kipnis
Edwin Locke

This was the second year in a row that all candidates of our Division for Fellow status were accepted by the APA Membership Committee. It represented thorough checking and preparation of credentials by Ed Fleishman and his Committee.

The Cattell Award was presented to Lyle Schoenfeldt for the research design he submitted, titled "Maximum Manpower Utilization: A Proposal for the Development, Implementation, and Evaluation of an Assessment-Classification Model."

The Dissertation Award was presented to Michael Wood for his thesis titled "Some Determinants and Consequences of Power Distribution in Decision-Making Groups." The Scientific Affairs Committee, chaired by Wayne Kirchner, evaluated seven entries for the Cattell Award competition and 19 entries for the Dissertation Award competition.

Our Treasurer, Don Grant, reported a balance of \$2,687 as of June, 30, 1971 compared to \$624 the previous year. The current balance is \$1,649. This improvement in Division finances, largely resulting from an increase in the Special Assessment voted by the membership a year ago, suggests that the Division may avoid a deficit at the end of the calendar year. At the end of 1970 we had a deficit of \$1717.

At the Outgoing Executive Committee Meeting, Ed Lawler reported that Marvin Dunnette will publish the "Guidelines on Education and Training of Industrial and Organizational Psychologists," which was prepared by a subcommittee of the Education and Training Committee, in the "Handbook of Industrial and Organizational Psychology." It is expected that the Handbook will be published in 1973. The Principles on which the Guidelines are based are to be submitted to the American Psychologist for possible publication.

The various sessions (symposia, paper-readings, etc.) organized by Lew Albright and his Program Committee were ex-

tremely well attended. For that matter, overcrowding of the meeting rooms resulted in complaints that the Division had not been assigned large enough rooms. There was a general consensus that the Program Committee did an excellent job in putting together a very attractive program.

John Zuckerman reported that 151 persons registered and paid for the five scheduled workshops. As a result, the Workshop Committee netted an estimated \$1,000 from the proceeds.

At the Incoming Executive Committee Meeting, emphasis was placed on the functions of the various standing committees. The purpose was to make certain that each committee knows what is expected of it. There has been ambiguity concerning the charges of some of the committees in the past. In addition, as previously noted, considerable attention was paid to the selection of a chairman and members of the new Public Policy and Social Issues Committee.

Don Grant
Secretary

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New Fellows, Members, and Associates of Division 14

Fellows

Melany Baehr	David Kipnis
C. Jack Bartlett	Edwin A. Locke
Frank Friedlander	

Members

Charles H. Adair	Michael S. Matell
Virginia R. Boehm	Stephen H. Miller
Ronald H. Bohr	M. Scott Myers
Thomas J. Bouchard, Jr.	Steven D. Norton
Daniel Brower	Gordon E. O'Brien
D. Anthony Butterfield	Joseph A. Patton
James P. Campbell	Jeanne Reeves Peters
Richard L. Cherry	Patrick R. Pinto
William H. Clark	Robert D. Pritchard
Hans Peter Dachler	Donna J. Rawls
Edward L. Deci	James R. Rawls
Kenneth N. DeYoung	Steven A. Richards
Lawrence J. Foley	Benson Rosen
H. W. Gustafson	Ashok K. Sahni
John A. Haas	Frederick Sale, Jr.
Dennis A. Hawver	Robert H. Schappe
Richard W. Hodgson	Saul M. Scherzer

Leon J. Hoffman
Thomas D. Hollmann
Alan T. Hundert
Daniel R. Ilgen
R. Stephen Jenks
Ivan A. Jones, Jr.
Chester J. Judy
Donald Kaye
John L. Kennedy
Frank J. Landy
Edward L. Levine
Morgan V. Lewis
Gordon L. Lippitt
William Lysak

Frank L. Schmidt
David I. Sheppard
William H. Starbuck
Matilde K. Stephenson
Thomas H. Stone
John G. Tiedemann
Victor R. Tom
Don A. Trumbo
Kenneth W. J. R. Tunstall
Ernst S. Valfer
Michael T. Wood
Sheldon Zedeck
Myron M. Zajkowski

Associates

Daniel Aranoff	Bryan L. Knapp
L. Max Baird	David B. Kyner
Gene A. Berry	Frank J. Ofsanko
H. H. Bradshaw, Jr.	Richard Prather
William C. Burns	Richard J. Ritchie
William E. Cayley	Warren E. J. Shepell
Ralph E. Cummings	Allen N. Shub
Michael B. Deitch	Jack N. Singer
Joffrey M. Dornon	Henry R. Swift
Frank W. Erwin	Joseph T. Tambe
Lee R. Ginsburg	Kenneth W. Thomas
John M. Hogan	John R. Turney
Jeffrey H. Honig	J. W. Urschel
Leon B. Kaplan	Ralph C. Wiggins
Harry E. Katzmann	Philip L. Yunker

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ANNOUNCEMENTS

Awards

The eighth annual James McKeen Cattell Award the best research in which basic scientific methods are applied to problems in business and industry was presented to Lyle Schoenfeldt for his design, "Maximum Manpower Utilization: a Proposal for the Development, Implementation, and Evaluation of an Assessment-Classification Model."

The second annual Industrial and Organizational Psychology Dissertation Award for the best doctoral dissertation was presented to Michael Wood for his thesis "Some Determinants and Consequences of Power Distribution in Decision-Making Groups."

* * * * *

The Industrial and Organizational Psychology Dissertation Award

John P. Campbell, Chairman of the Scientific Affairs Committee of Division 14, has announced the third annual award for the best doctoral dissertation in industrial and organizational psychology. The winner of the award will be asked to present a paper based on his dissertation at the annual convention of the American Psychological Association. The winner will be given a certificate symbolizing recognition of his achievement. Convention expenses of the winner will be subsidized up to an amount of \$200.

Entries must be sponsored, in the form of a letter of endorsement by a member of APA who is familiar with the individual's work. Membership of the entrant in Division 14 is not required. The award is designed to encourage creative and rigorous research and to give recognition to those who have executed such work. Entries must be received by January 1, 1972 to be considered for the 1972 competition. For information, please write:

Professor John P. Campbell
Department of Psychology
Elliott Hall
University of Minnesota
Minneapolis, Minnesota 55455

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Man in the Organization: A Package

Organizational Psychology: An Experiential Approach

David A. Kolb, Irwin M. Rubin and James M. McIntyre, all of the Sloan School of Management at the Massachusetts Institute of Technology

This text examines the human side of enterprise by encouraging students to discover and experience phenomena through exercises provided in each unit. The classroom simulations actively involve students in a behavioral situation and help them gain insights into the individual, interpersonal and small group factors which influence the behavior of people in organizations.

1971 368 pp. paper (64107-6)

Organizational Psychology: A Book of Readings

David A. Kolb, Irwin M. Rubin and James M. McIntyre

Designed for use with *Organizational Psychology: An Experiential Approach*, by the same authors, this readings book provides a collection of classic articles in organizational psychology to form a complete package with the exercises and summaries in that volume.

1971 387 pp. paper (64114-2)

Organizational Psychology, 2nd Edition, 1972

Edgar H. Schein, Sloan School of Management at the Massachusetts Institute of Technology

Preserving the integrative framework of the first edition, *Organizational Psychology, 2nd Edition* provides an updating, with new material on organizational structure, organizational development, and the special problems of universities as organizations. The text stresses the types of psychological problems which arise as an organization recruits, inducts, organizes, trains, manages, and develops its human resources. January 1972 160 pp. paper: (64112-6); cloth: (64113-4)

For further information, write: Box 903

PRENTICE-HALL

Englewood Cliffs, N.J. 07632

Other Announcements

Frank Stanton, president of the Columbia Broadcasting System, is the recipient of the Paul White Memorial Award for the most significant contribution to the advancement of broadcast journalism in 1971.

The Radio Television News Directors Association presented the award to Stanton for his "courageous and determined efforts in defending the broadcast journalist's constitutional rights in the face of a proposed contempt of Congress citation, arising from the subpoenaing of nonbroadcast material used in preparation of the documentary, 'The Selling of the Pentagon.'"

* * * * *

Robert B. Sleight, Ph.D. is the recipient of a Distinguished Alumni Award presented at the recent Convocation commemorating the 100th anniversary of the State University College of Arts and Science at Geneseo, New York. Bob is President of Century Research Corporation in Arlington, Virginia.

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Richard P. Shore has accepted the Chairmanship of the new Committee on Public Policy and Social Issues voted into existence by the membership at the annual business meeting. Dr. Shore is Chief, Social Psychology Group, Office of Research and Development, Manpower Administration in the U. S. Department of Labor. He was a member of Division 14's ad hoc Committee on Public Policy which recommended establishment of the new Standing Committee.

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Andrew DuBrin is the author of The Practice of Managerial Psychology: Concepts and Methods for Manager and Organization Development., published by Pergamon Press.

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Sam Barres has recently been appointed Director of Personnel Administration and Employee Development at St. Vincent Hospital, Worcester, Massachusetts.

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Senator Fred Harris was the recipient of this year's American Board of Professional Psychology Distinguished Award for Service to Professional Psychology.

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Members of the Metropolitan New York Association for Applied Psychology (METRO) meet monthly in New York City to hear guest speakers, hold discussions, and enjoy social affairs with fellow members. Emphasis is on keeping members up-to-date on new developments in the behavioral sciences.

The officers and the 1971-72 program of METRO are as follows:

Officers:

President	Morton E. Spitzer
Vice President	Thomas Vris
Secretary	Virginia E. Schein
Treasurer	William Penzer

Program:

September 22, 1971 -- Herbert Meyer -- Industrial and Organizational Psychology - A Perspective
October 27, 1971 -- Bernard Bass -- Development and Evaluation of Some New Self-Guided Exercises in Management Development
November 23, 1971 -- Allen Kraut -- A Hard Look at Management Assessment Centers
December 15, 1971 -- Douglas Bray and J. L. Moses -- 1972 Annual Review Chapter - Personnel Selection
January 13, 1972 -- Abraham Korman -- Topic to be announced
February 3, 1972 -- Ground Hog Day Dinner
March 22, 1972 -- Phillip Ash -- Prediction of Theft Proneness in Employee Applicants
April 26, 1972 -- George Hollenback -- A Consultant's Assessment of Service Needs
May 24 or 25, 1972 -- To be announced
The meetings are held at the Barclay Hotel, 111 East 48th Street.

For further information, contact Dr. Schein at Life Office Management Association, 100 Park Avenue, New York, New York 10017.

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LETTERS TO THE EDITOR

Dear Dr. Boulger:

Re: The Industrial Psychologist

Presented below are the resolutions read at the Annual Business Meeting on September 4, 1971 in Washington, D. C. I would like to have them printed in TIP for all members to read.

- A. Be it resolved that Division 14, appoint a task force to gather information, evaluate it, and make recommendations on the following issues, with particulars appropriate to our spheres of activity:
1. What are the typical sources of funds shaping research and other activity?
 2. Does the nature of public or private research and/or services by Division 14 members fulfill the APA's constitutional objective of "Promoting Human Welfare?"
 3. Do academic curricula and training materials for Industrial Psychologists promote racism, sexism, or militarism?
 4. Does training in Industrial Psychology encourage openness toward challenges to basic assumptions and attention to social values, particularly in respect to sex, age, and ethnicity?
 5. Does the Division protect the jobs of those members who dissent from prevailing practices that they question?
- B. Be it resolved that Division 14 members join together with other appropriate divisions and groups to establish social standards for institutions within which they are employed.

Sincerely yours,

Ann L. Hussein

Ann L. Hussein

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To the Editor:

I'm writing to comment on the presidential address given by Herb Meyer at the recent Division 14 business meeting in Washington. Herb's speech called our attention forcefully to the accelerating trend toward the capture of industrial and organizational psychology by business schools. The evidence presented on the decline of such programs in psychology departments should be reviewed by Division members on our campuses.

My only negative comment has to do with the omission of the suggested model for doctorate training and recently developed by the Education and Training Committee of Division 14 and released for publication by the Executive Committee. This set of guidelines sets forth three models for graduate training in industrial and organizational psychology which cover the spectrum from researcher to practitioner. In my view, it is a very desirable attack on the problem described above. The principles underlying these guidelines will be published shortly in The American Psychologist and the complete guidelines will be published in the forthcoming Handbook being prepared under the editorship of Marv Dunnette. Those interested in seeing advanced copies could contact any member of the Education and Training Subcommittee for copies: Ed Lawler, Bob Carlson or Ben Schneider.

Sincerely,

Paul W. Thayer

Paul W. Thayer

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RESEARCH NOTES

Early Identification of Management Talent in Engineering and Science

Although much time and effort has been, and is being, spent on the identification of management talent, very little of this work has been carried out before the candidate is employed. Thus, shortly after and during an employee's first years with a company, assessment is taking place.

Joseph A. Steger is starting a research project in an effort to move the assessment further back in a person's development and to begin while he is in college. Although some work has been done on assessment with college samples, this work was largely concerned with predicting occupation selection or interest stability and not with early identification of management talent. Even the work by Laurent, entitled "Early Identification of Managers" had as a sample employees of Standard Oil Company (New Jersey).

The specific goals of the project are:

1. Early identification of management talent.
2. Development of a management career center for guidance to engineers and scientists. This will include pre-employment counseling and management career development counseling after work experience.
3. Validation of interview and other techniques as predictors of management performance.
4. Development of an environmental index to describe both the physical as well as psychological and social climate of given situations.
5. Development of theoretical models in accordance with the above.

The project is intended to run for some 15 to 20 years and to follow graduates through their careers. It is planned to sample approximately 500 students each year.

Anyone interested in, or having suggestions for, the project are invited to contact Professor Joseph A. Steger, School of Management, Rensselaer Polytechnic Institute, Troy, New York 12181.

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Research Needs in Assessment --- A Brief Report of a Conference

The Center for Creative Leadership of the Smith Richardson Foundation sponsored a meeting on August 6-7 in Greensboro, North Carolina, to discuss research needs related to assessment

practices in industry. Representatives of a half-dozen business and government organizations operating assessment centers took part in the conference. The purpose was to generate ideas for assessment center research which might be carried on at the Center. The formation of a useful, timely research program in this area of concern is part of the Center's long-term objectives.

Brainstorming sessions, led by Doug Bray, produced a list of over 100 relatively unresearched questions -- a rather disconcerting situation for us practitioners. The issues seemed to fall in these clusters:

1. Assessment variables -- what processes might be used for their selection, and what level of complexity is desirable?
2. Validity -- what is it, and what affects it?
3. Reliability -- sources of variation in observer and assessee behavior.
4. Assessment techniques -- design guidelines.
5. Combining assessment information -- across techniques and observers.
6. Use of assessment -- by observers, management, and assessees.
7. Effects of the assessment process -- upon the organization and the individual assessees.

Although most of the organizations represented had collected considerable validity evidence for their assessment centers, it was obvious that little effort had been expended to deal with the conceptual problems involved. For this reason the Center's program could be of great practical value.

Doug Holmes, Director of the Creative Leadership Assessment Program, outlined a number of possible research services which might be of value to businesses. The only condition attached is that results be made available to the public, and not be intended for gaining competitive advantage.

- A. If a company's assessment center is producing a large number of false positives, a group of these individuals might be sent through the Center's comprehensive assessment to determine deficiencies in exercises or variables observed in the company's center. Group data only would be reported to the company, however. Individual assessees would receive extensive feedback from the staff for developmental purposes.
- B. The Center might develop assessment exercises to tap certain behavioral dimensions of general interest to companies.

C. The Center's facilities might serve as testing laboratories for new exercises developed by companies; inter-relationships among exercises might be explored. Again these activities must then be made known to the general public.

D. An assessment center monograph series may be developed and made available by subscription.

The costs to organizations of these kinds of services may be rather nominal, generally involving expenses only. Those interested in further details may contact Dr. Holmes at the Center.

Thomas A. Jeswald, Ph.D.
Personnel Research and Placement Department
Ford Motor Company

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The Upjohn Task Bank

A new approach to Task Analysis and Job Design has been developed by the W. E. Upjohn Institute for Employment Research. The Task Bank of selected tasks from the social welfare field consists of 99 tasks ranging from the most simple to the most complex. Each has been evaluated and scaled for its involvement with data (ideas), people, and things (tangibles); the level of complexity of each of these; the amount of prescription/discretion; and the levels of math, reasoning, and language which are required to perform the task. All of this information is edge punched on McBee Keysort cards (one task per card) for easy storage and retrieval of information. In addition, performance standards and training content have been developed for each task.

Basically, each card provides a description of a task that needs to be performed; the knowledge/training that the individual must have to complete it, and the standards upon which his performance will be evaluated.

The Task Bank is currently being used by personnel officers, trainers, and supervisors in social welfare departments, social service agencies, and university schools of social work as models for training task analysts; as nuclei for local banks; and as a tool to plan basic manpower functions.

A limited supply of Task Banks are available at a cost of \$95.00. For further information, or to order, write:

The W. E. Upjohn Institute for Employment Research
Suite 905 - 1101 Seventeenth Street
Washington, D. C. 20036

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from



HARPER & ROW

ANNOUNCING

TRAINING IN DEPTH INTERVIEWING

WILLIAM H. BANAKA / *University of Portland*

This succinct training manual emphasizes an interpersonal communications' theory (adapted from Bales and Schutz) and rigorous self-evaluation. It is the first to provide highly detailed criteria and guidelines for intensive evaluation of taped (audio or video) interviews and to incorporate sensitivity techniques into its training methods. All facets of the information gathering interview are systematically covered, with theory and evaluation procedures interwoven throughout the text. The manual is readily adaptable to an individual instructor's specific type of interview and course objectives. October, 1971. Paper. Tentative: 128 pp.; \$1.95.

AND TWO DEFINITIVE WORKS

INDUSTRIAL PSYCHOLOGY: ITS THEORETICAL

AND SOCIAL FOUNDATIONS, Third Edition

MILTON L. BLUM / *Miami University, Florida and*

JAMES C. NAYLOR / *Purdue University*

"Outstanding chapters, probably the best to have appeared, are on Motivation and Work, Job Satisfaction, Industrial Morale, and Leadership. In these and the remaining chapters the treatment is thoroughly updated. The authors have accomplished an all too rare search for contributions from the earlier years. It is not unusual for chapter references to run back to the 1920's, with good representation for each of the decades since then." — Kinsley R. Smith, The Pennsylvania State University, in *Personnel Psychology*. 1968. 633 pp.; \$11.50.

MOTIVATION AND PERSONALITY, Second Edition

ABRAHAM H. MASLOW, *late/Brandeis University*

"For the interest of those in personnel psychology there are various sections of the book which are of professional value. From the chapters on need gratification and on motivation one can draw a number of implications of employee behavior in business and industrial settings. The concept of 'normality' as defined by the author, and values associated with normality and psychological health, too, carry implications for employee behavior, good environmental conditions for worker productivity, and adjustments to stress situations." — *Personnel Management Abstracts* (on first edition). Paper. 1970. 369 pp.; \$6.50.

For more information on these and other texts write Dept. 275 (K)
HARPER & ROW, 49 E. 33d Street, New York 10016.

PROFESSIONAL NOTES

A Note to Members from the Program Committee

Format

The program Committee is exploring ways of making both paper presentations and symposia more stimulating. In the past, paper sessions have frequently turned out to be nothing more than the reading of a paper, while symposia have been less stimulating than they could have been. At the Washington APA Meeting, we experimented with one or two paper sessions in which one-page outlines were distributed at the beginning of the session, each presenter discussed his paper for seven minutes, and the audience then broke up into small discussion groups with the author of their choice. About one-third of the audience left after all the seven-minute discussions were completed. The remaining two-thirds (as reported by the authors and a number of those participating) became involved in some rich and intensive dialogues and exchanges of ideas. These sessions tended to attract people who were doing similar research and thinking, so that discussions were more open, relevant, and useful to participants. In addition, the quality of comments and questions seemed to be more constructive.

Toward these kinds of goals, the forthcoming APA Call for Programs will contain the following two changes for Division 14:

"Division 14. Contributors should indicate their preference for a paper (reading) session, or a paper discussion in which papers are discussed with the audience but not read. In the latter case, the printed program will so indicate, and familiarity with the 1800 word summary in the Proceedings will be assumed."

"Division 14 encourages members to submit symposia that omit individual reading of papers in favor of round table interaction among participants with a skilled discussion leader as moderator. Both the following formats are suggested: (a) Symposia/Panel Discussions which are either presentations or round table discussions before a large audience which does not participate to a large extent; (b) Round Table Workshops in which, following a one-hour round table, the audience divides into small groups to discuss further the issues raised by the panel. Those submitting suggestions for symposia should specify which of these formats will be used."

Content

Although the Program Committee is not promoting any particular theme for the 1972 APA meeting, it suggests the following areas for papers and symposia: new kinds of work opportunities for industrial/organizational psychologists; the interrelationships

between different approaches such as appraisal, job analysis, organization climate, organization development, career development, etc.; the upward mobility of women, minority groups, etc. in organizations, and means for increasing this; role conflict and stress in minority group members, women, and their organizational units; the integration of behavioral processes in organizations with structural variables; topics which concern the whole man -- the total work and non-work context in which he operates; topics dealing with the growing gap in values between organizations and the young people entering them; socio-technical systems which integrate the technology, the social structure, interpersonal relations, and changes in these; studies which explore the planned or unplanned effect of research on people and organizations; and (because of the location of the meeting) topics with an international or trans-national flavor.

Frank Friedlander,
Program Chairman

* * * * *

Professional Psychology is a new APA journal written for the practitioner. It is designed to focus on a variety of professional issues and needs, many of them quite relevant to the interests of Division 14 members. Recent issues have led off with feature articles concerning the training of industrial-organizational psychologists. The journal will be listed on the next APA dues statement.

* * * * *

Fourth Annual Survey Including 1970 Income

August 1971

Wayne W. Sorenson
State Farm Insurance Companies

The 1971 survey was the fourth consecutive annual survey of income of Division 14 members. Income data were obtained by a mail questionnaire sent to all members of Division 14 during May, 1971. One-half of the members had returned the questionnaires by July 1 (Table 1).

Individuals who returned the questionnaires in this survey, and in each of the earlier surveys, have done so without incentive or any efforts at follow-up. The lack of follow-up, combined with the fact that questionnaires were sent to all Division 14 members,

including many who may not view Division 14 as their primary division affiliation, may allow the assumption that the 50% who responded were fairly representative of the "real" membership. (As has been noted previously, this proportion is also very similar to the proportion of members who vote in elections.) There was no apparent bias in terms of Division 14 status.

Several observations may be made about the summaries of 1970 income data:

1. Incomes generally increased, but at a decreasing rate compared to previous years.
2. The 191 individuals for whom longitudinal data were available over a four-year period show trends similar to the trends apparent in the cross-sectional analyses. However, for the longitudinal data, the income distribution of Master's level people reflects higher annual income than is reflected by the distribution based on cross-sectional data.
3. Starting salaries for persons who entered the field during 1969 were substantially higher than the previous year.
4. The languorous economy seemingly took a toll from those persons most vulnerable to economic conditions (e.g., consultants). Primary income and changes in primary income both decreased for consultants. A number of respondents commented about the deleterious effect of the economy on their income status.
5. Changing jobs apparently resulted in decreased incomes for many.

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Sample Survey

Table 1

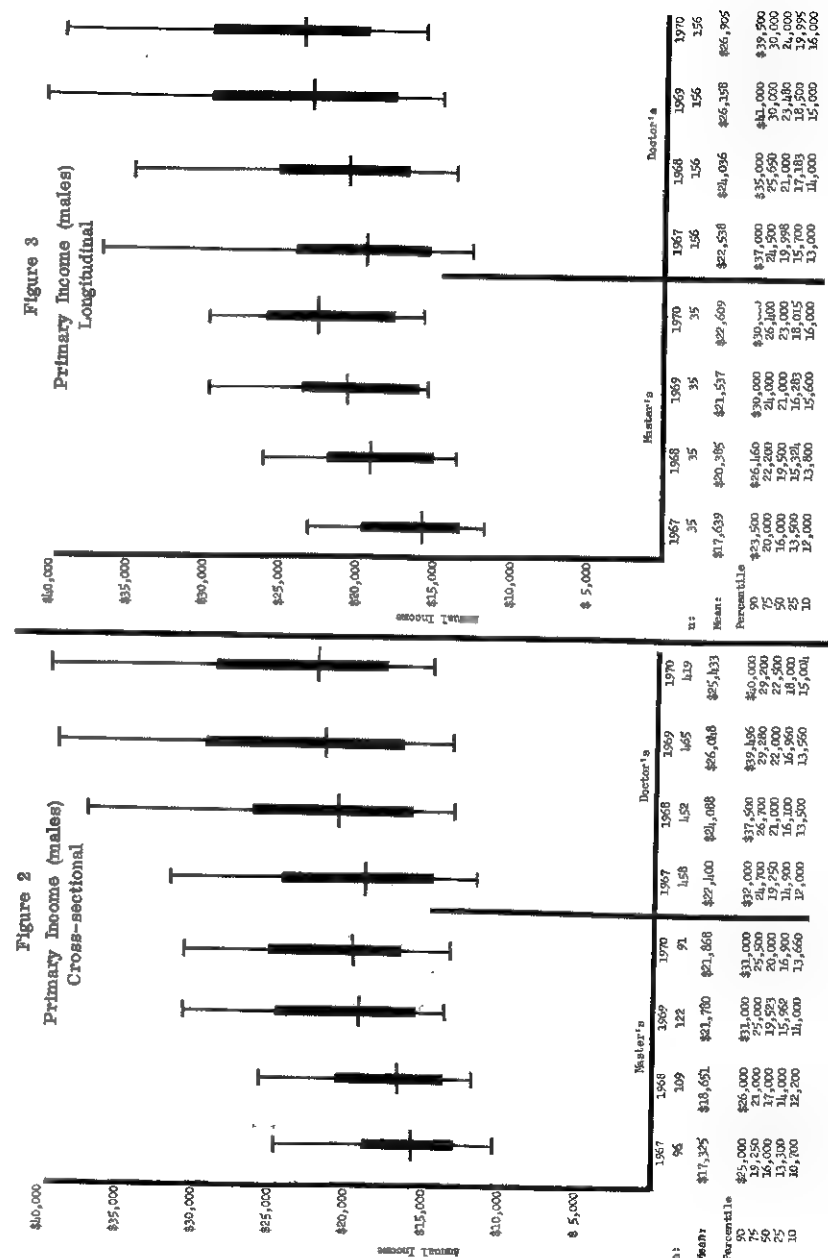
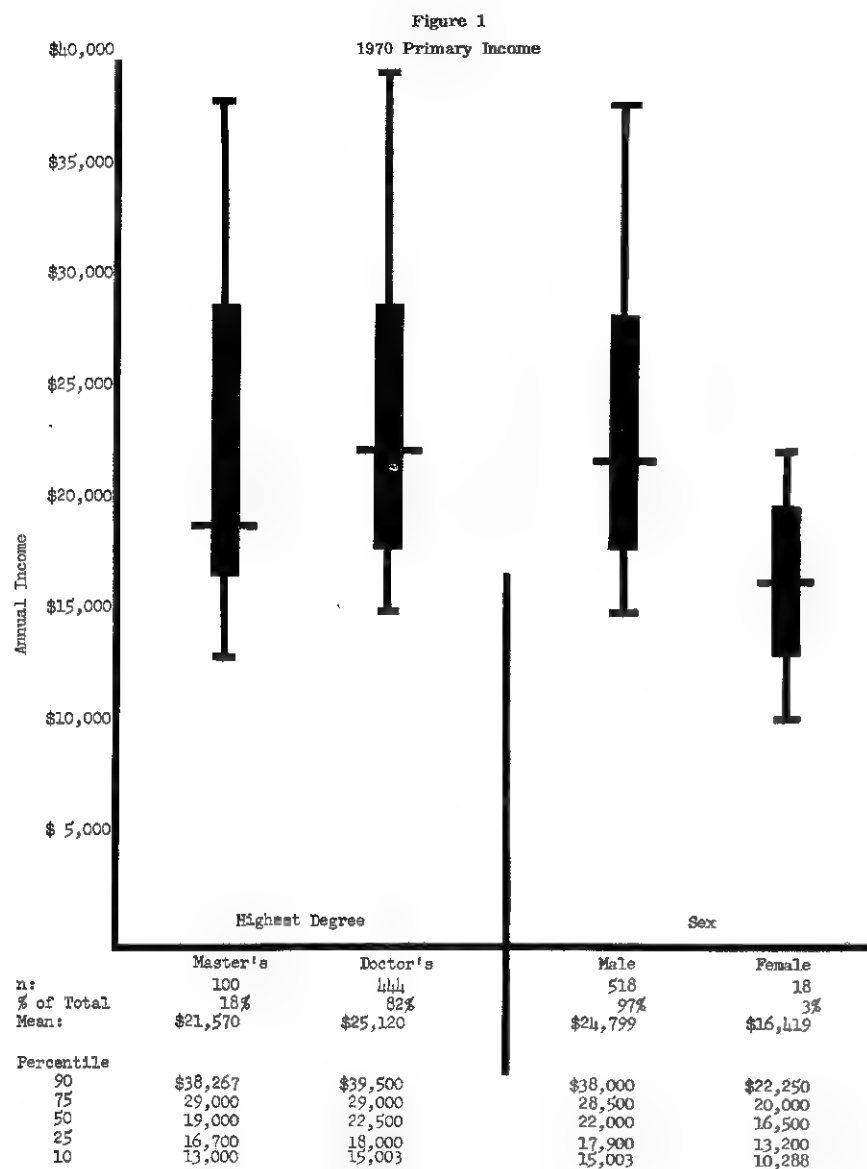
Response Rate of Income Survey Questionnaire

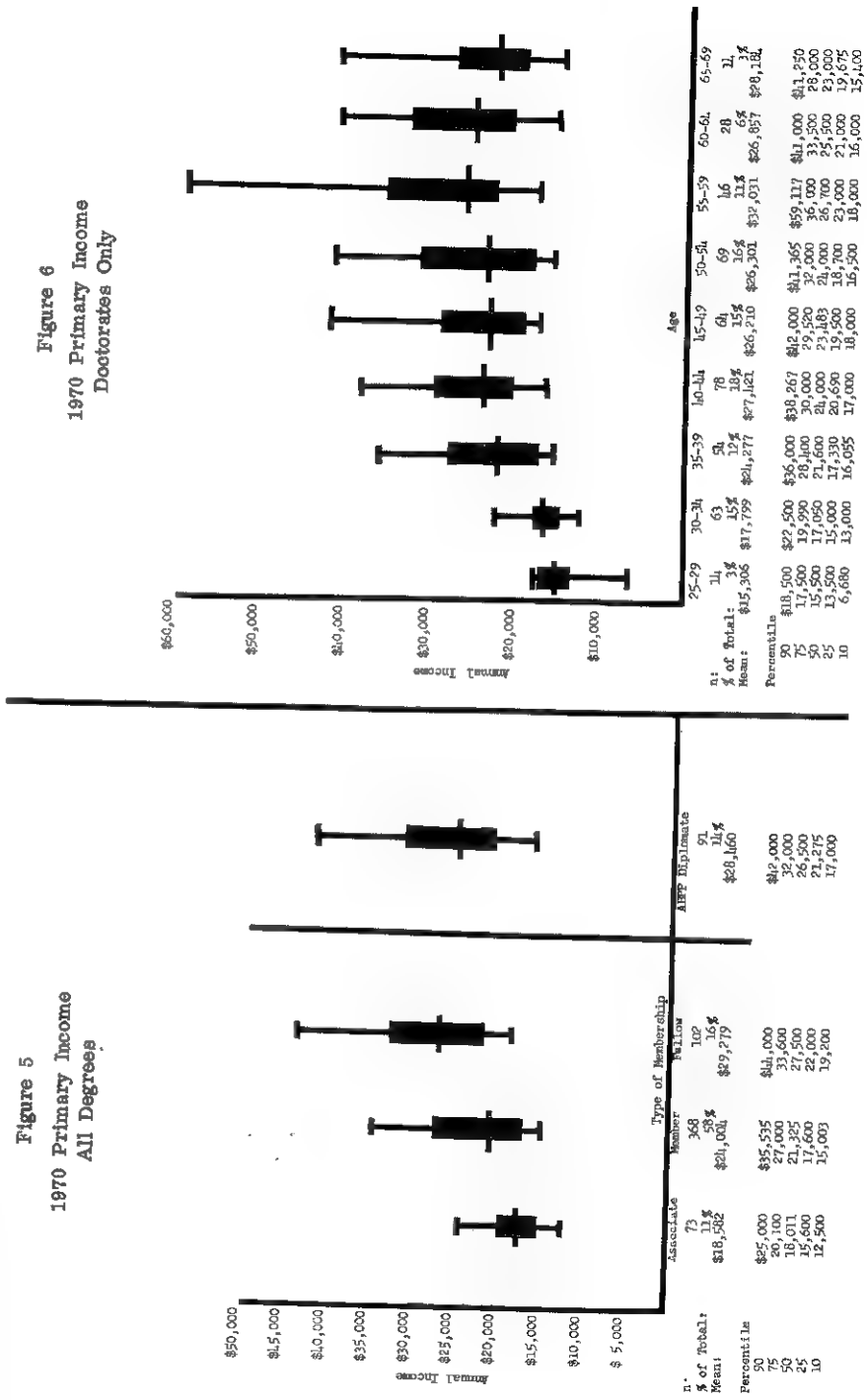
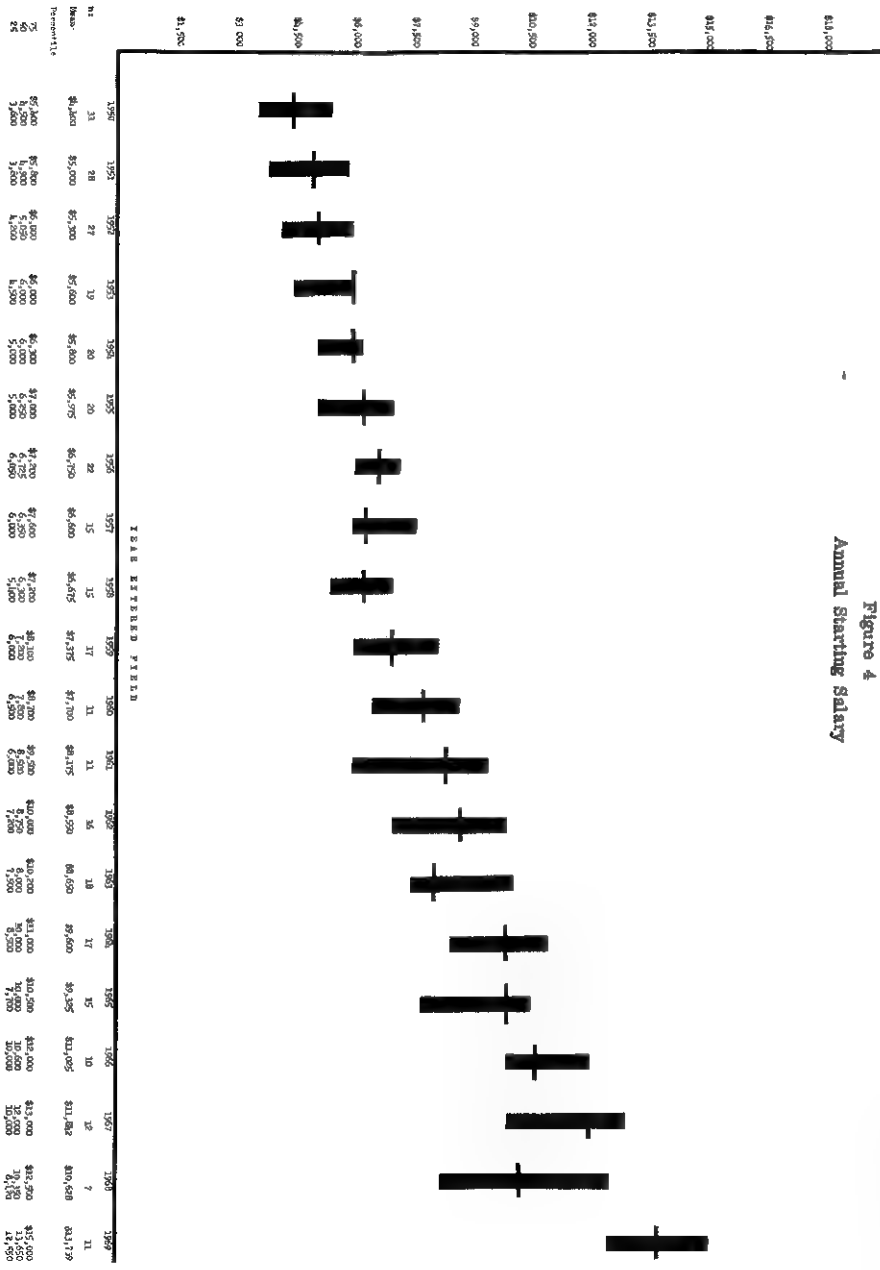
	<u>Number</u>	<u>Percent</u>
Surveys Mailed (May 28, 1971) ¹	1,126	
Surveys Returned: Address Unknown	4	
Net Survey Population	1,122	100%
Surveys Returned:		
Usable (by July 1, 1971) ²	561	50%
Unusable ³	23	2%

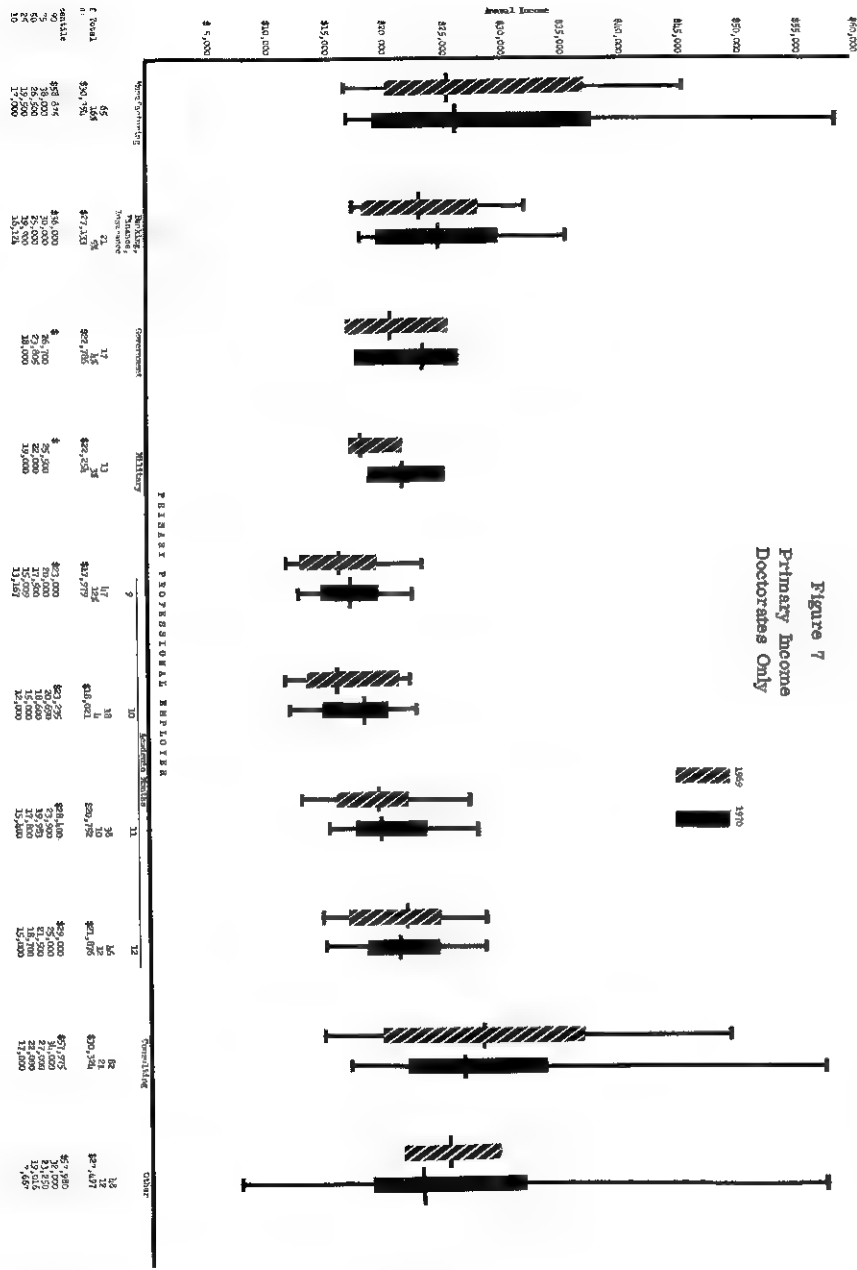
¹Questionnaires were sent to all Division 14 members of record as of May, 1971. The mailing list was obtained from APA central offices in Washington, D. C.

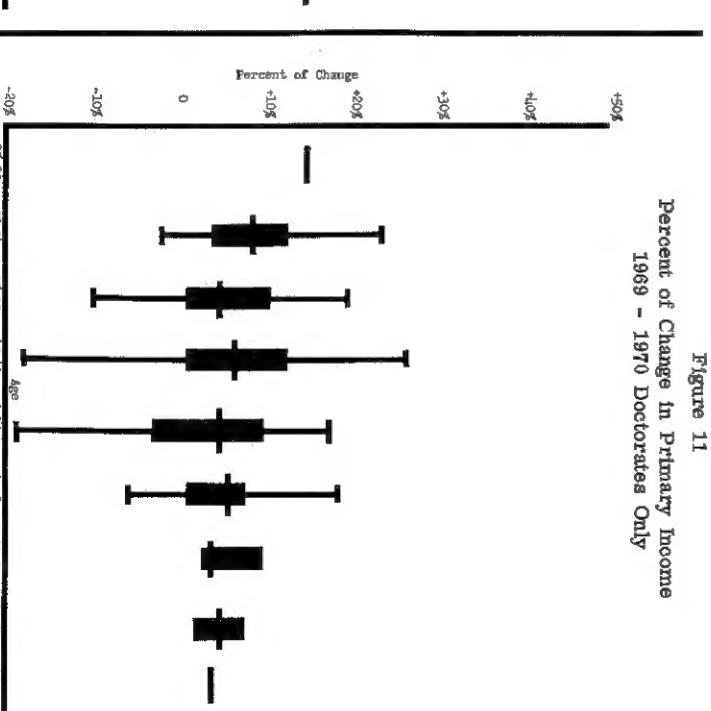
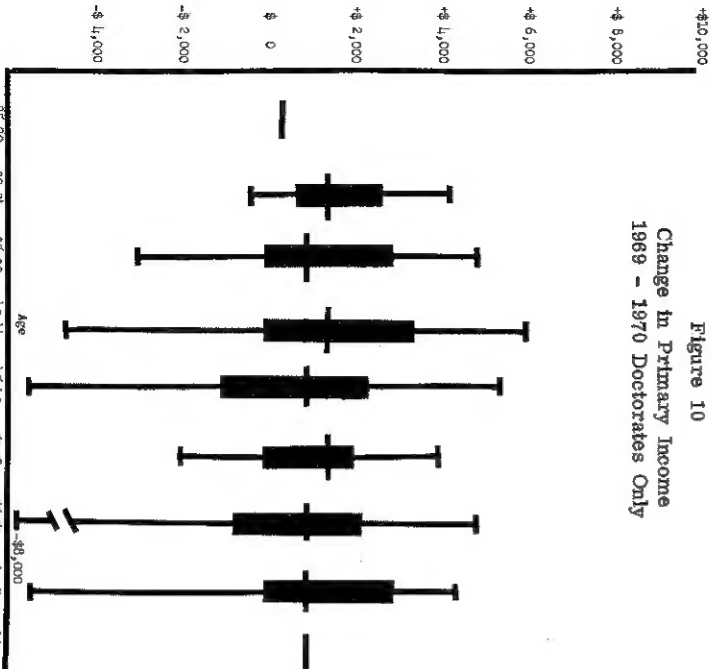
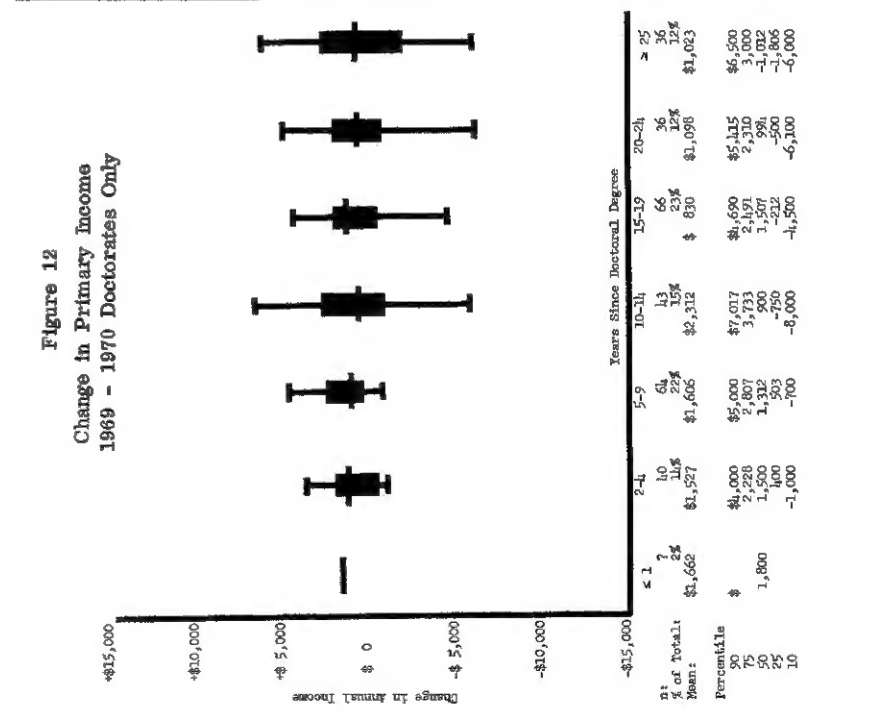
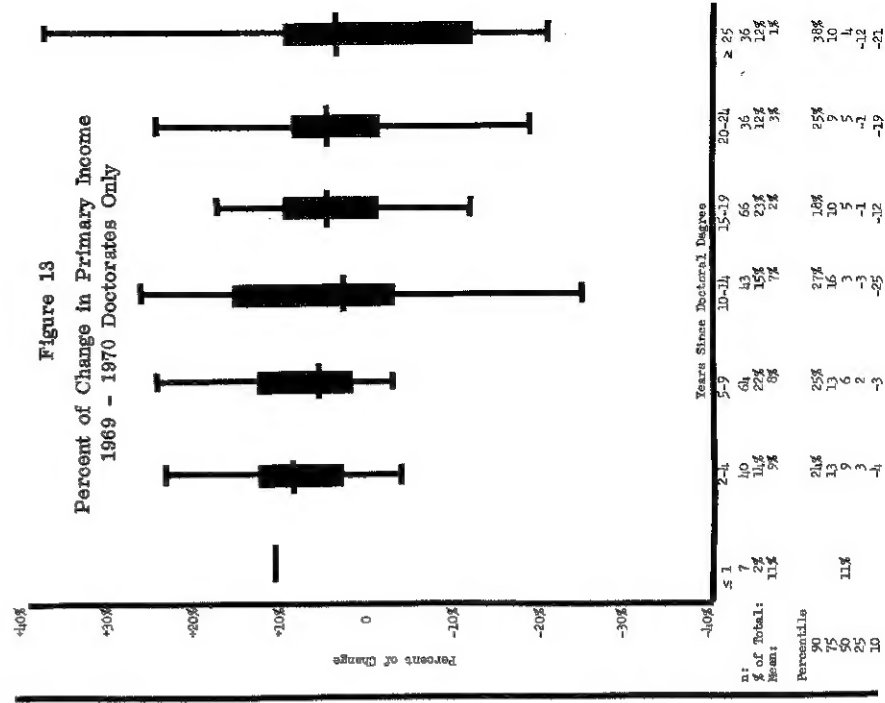
²There was no significant difference in membership status (Associate, Members, and Fellows) between the sample responding to the survey and the actual number of individuals in these categories. (Chi-square with 2 d.f = 3.67 n.s.)

³Includes questionnaires returned after the cut-off date and also those with uncodeable data (e.g., a retiree indicating only that he had retired.)









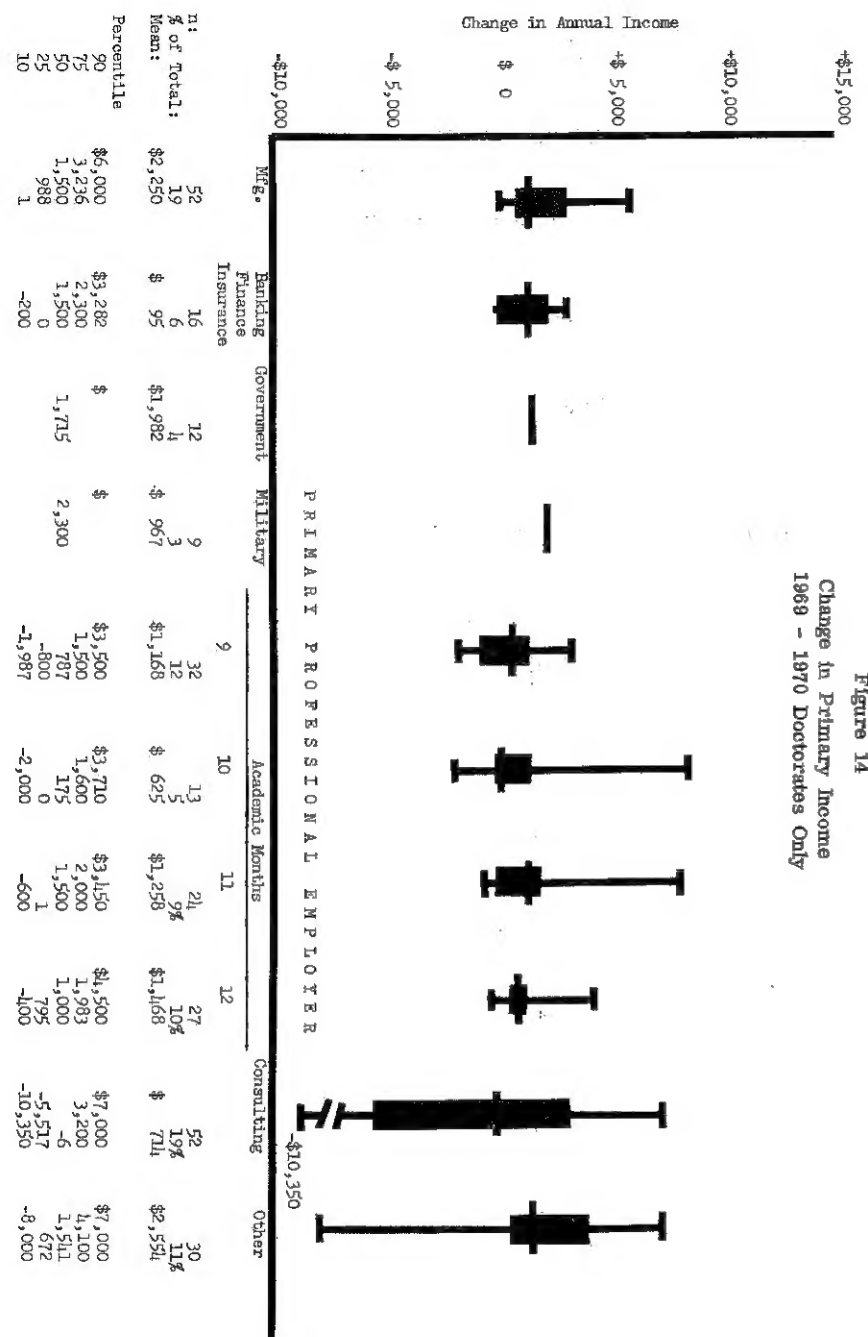


Figure 14
Change in Primary Income
1968 - 1970 Doctorates Only

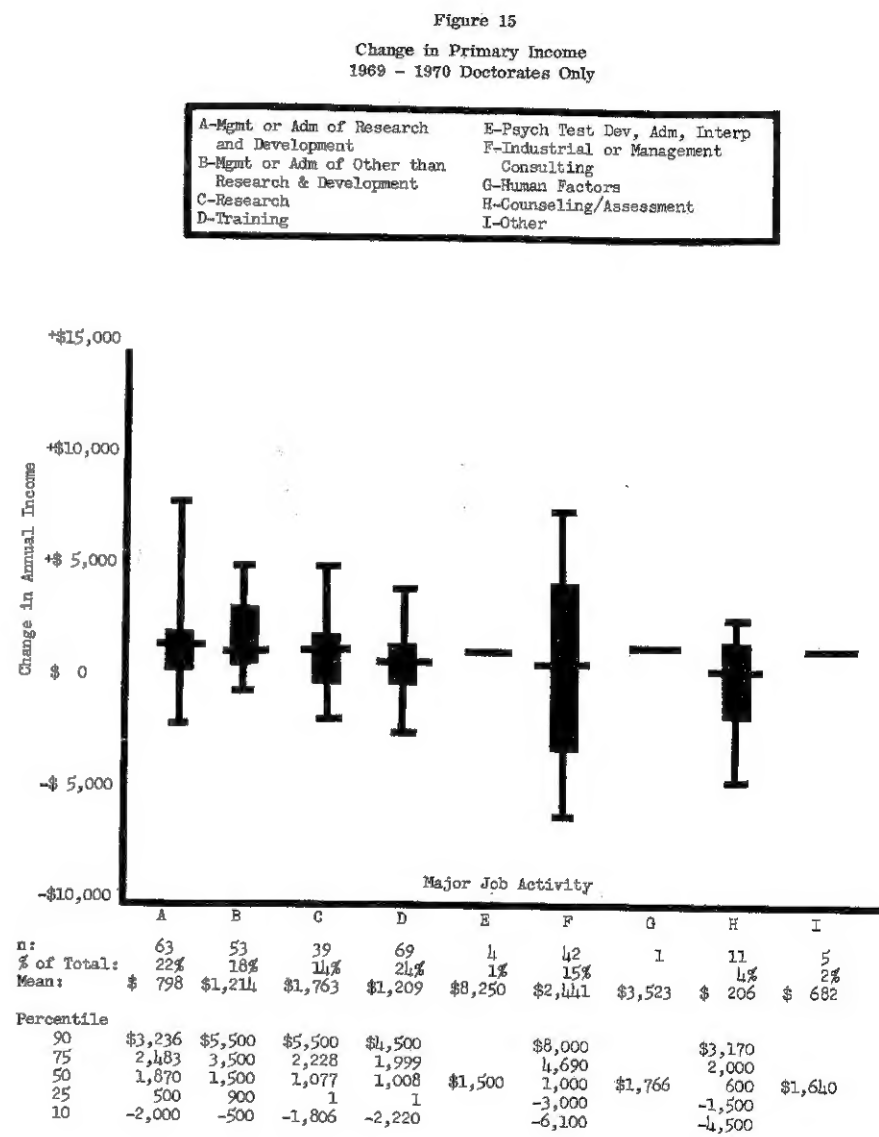
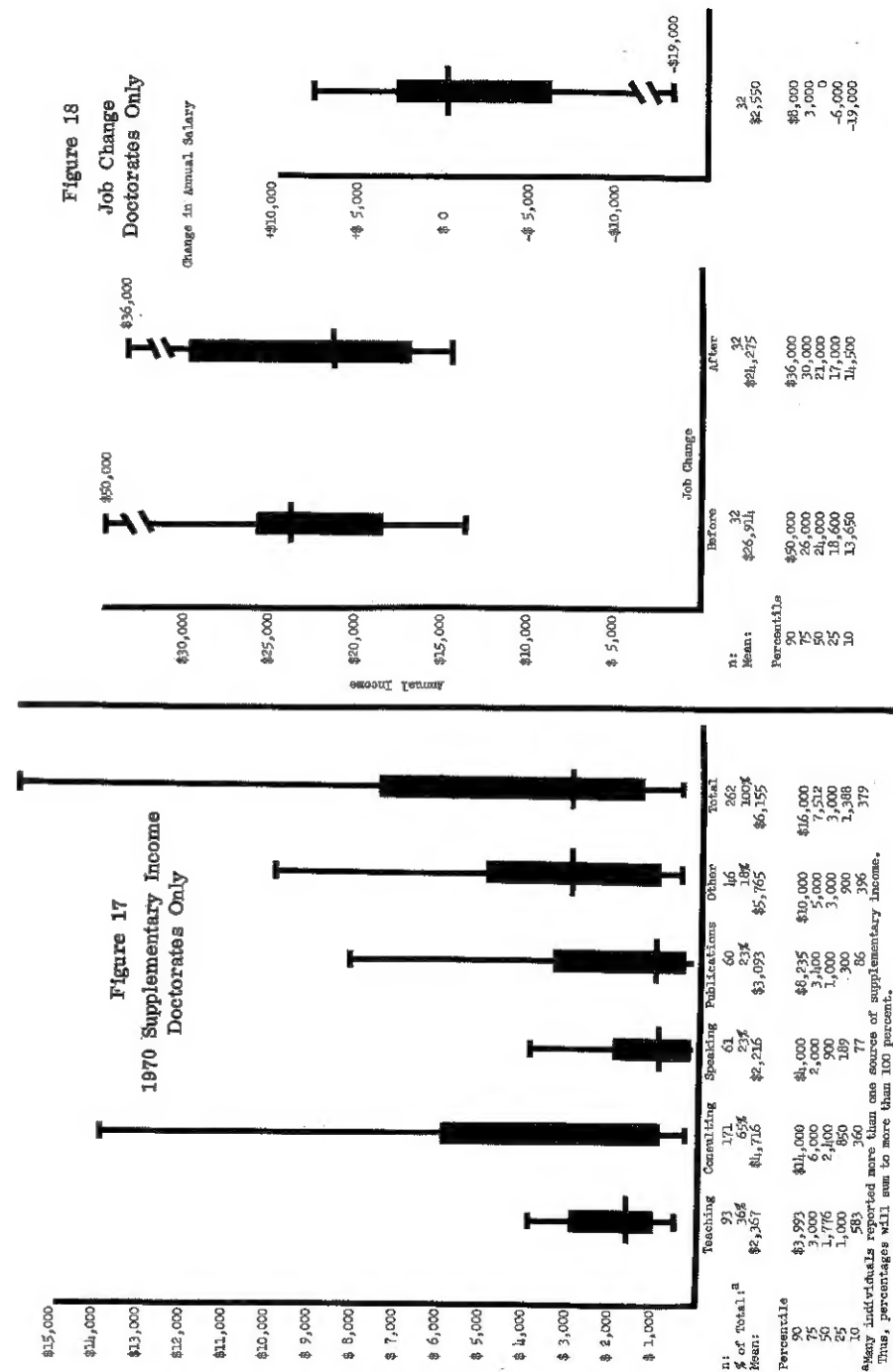
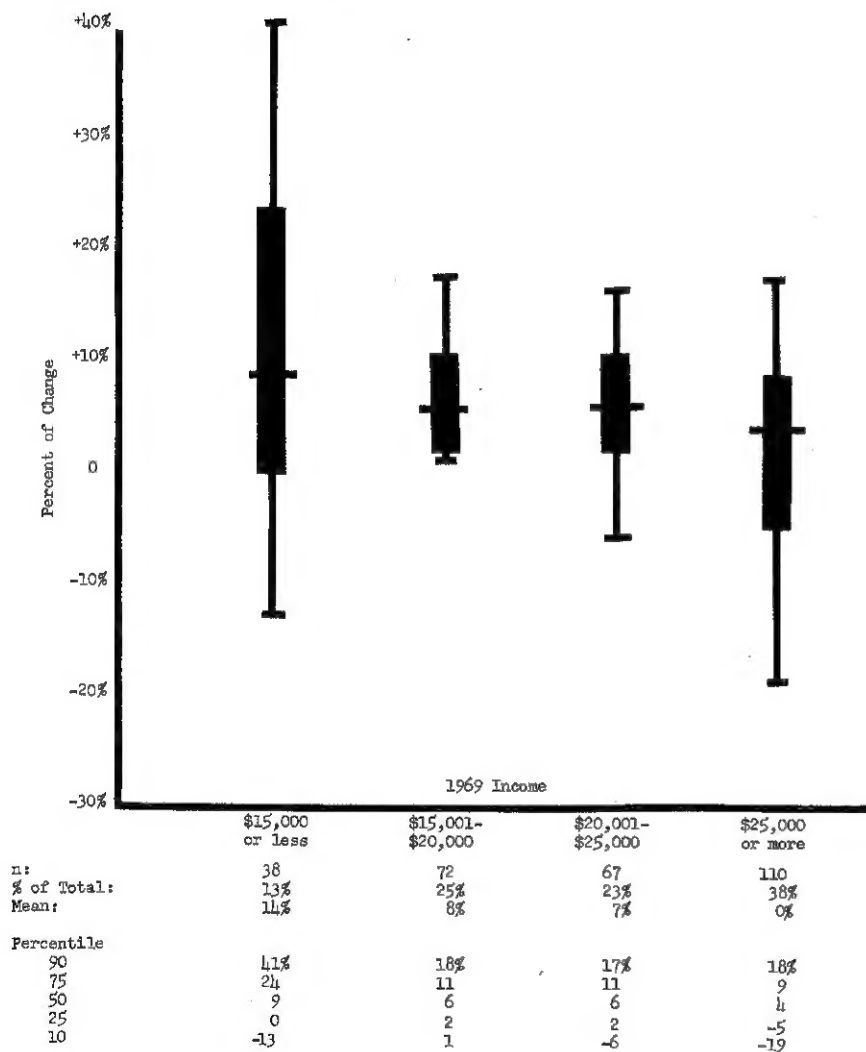


Figure 15
Change in Primary Income
1969 - 1970 Doctorates Only

Figure 16
Percent Change in Primary Income
1969 - 1970 Doctorates Only



EDITOR'S NOTE

At the last APA meeting Doug Bray pointed to the need for new names and faces to work on Division 14 Committees. The Division Newsletter would seem to be a good place to get started working for the Division. Dr. Bray and I would be happy to hear from persons interested in contributing to TIP's success. We want persons with ideas and articles to stimulate our members. Please write to Doug or me.



* * * * *

Insult to Injury

At the last APA Convention many persons complained they had not received their copies of TIP. Just before this issue went to press, I received a similar complaint from the Colorado State University libraries.

* * * * *

Wayne Kirchner stopped me at the convention to say that he has not yet failed to receive his copy of TIP. I attributed this to his having been at 3M so long; but then Doug Bray received a complaint from a business school faculty member who has been at the same school almost as long as TIP has been published, yet he is not receiving TIP. His address is correct on the APA mailing list we use, so perhaps we should assume that there are mail thieves in the b-school who snatch this valuable addition to the Psychological Literature.

* * * * *

Ed, it would be Ruda me not to mention that you are now the Industrial Psychologist of Playboy.

* * * * *

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President-Elect	Robert Grier
Past President	Herbert H. Meyer
Secretary-Treasurer	Donald S. Grant

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Robert Grier (1971-1972)
Lyman W. Porter (1970-1971)

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Joseph Wertz (1970-1971)

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